

# 2008-2009 PERFORMANCE PLAN – Portfolio Manager, Alternative Investments (M. Dutton)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
70%	AIM Program Performance vs. AIM Benchmark	AIM portfolio investment performance ranking in the Venture Economics young fund universe for measured time period. Identifiers:  Performance and benchmark compiled quarterly by Wilshire.	Top 50% = 0 (min) Top 40% = .75 (mid) Top 30% = 1.5 (max)
70%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	AIM Priorities	By June 30, 2009, work with SPM to develop enhanced monitoring process for AIM portfolio.	From Schedule
30%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	